



Statutory Holidays in British Columbia Fact Sheet

The nine statutory holidays in British Columbia are:

New Years Day
Good Friday
Victoria Day
Canada Day
B.C. Day
Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day

Easter Sunday, Easter Monday and Boxing Day **are not** statutory holidays. [Follow this link for a list of B.C. statutory holiday dates for 2004-2007.](#)

Eligibility

To be eligible for statutory holiday pay an employee must:

- Have been employed for 30 calendar days before the statutory holiday and,
- Have worked or earned wages on 15 of the 30 days immediately before the statutory holiday.**

**Employees who work under an averaging agreement or variance at any time in the 30 days before the holiday do not have to meet the 15-day requirement.

- Vacation days count as days worked when determining entitlement to a statutory holiday and vacation pay counts as wages earned when calculating the amount of statutory holiday pay.
- *Note:* In B.C. special statutory holiday rules apply to agriculture workers and high technology professionals. Separate factsheets on these two groups are available.

Working on a Statutory Holiday

An eligible employee who works on a statutory holiday is entitled to:

- Time-and-a-half for the first 12 hours worked and double-time for any work over 12 hours, Plus
- An average day's pay*

A - Class Nannies & Caregivers Inc.

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208-3900 Hastings Street, Burnaby, British Columbia, V5S 6C1, Canada

Tel 604.320.0077

Cel 604.780.0344

Fax 604.320.0077

Website www.aclassnannies.ca

Email care@aclassnannies.com



Statutory Holiday on a Day Off

- When a statutory holiday falls on a non-working day, an eligible employee is entitled to an average day's pay.
- *An average day's pay is calculated by dividing "total wages" in the 30 calendar days before the statutory holiday by the number of days worked.
- Total wages includes wages, commissions, statutory holiday pay and vacation pay but does not include overtime pay.

Statutory Holidays for Those Not Eligible

- An employee who is not eligible for the statutory holiday and who works on the holiday may be paid as if it were a regular work day, and is not entitled to an average day's pay if the statutory holiday falls on a day off.

Managers

- A "manager" as defined in the Employment Standards Regulation is not entitled to statutory holiday pay but is entitled to pay at straight time for any hours worked on a statutory holiday.
For more information, see the factsheet: [What is a Manager?](#)

Substituting Statutory Holidays

- An employer and an employee or employees can agree to substitute another day off for a statutory holiday. The Act and Regulation apply to the substitute day as if it were a statutory holiday.

Ministry of Labour and Citizens' Services
Employment Standards Branch
Province of British Columbia

This factsheet has been prepared for general information purposes. It is not a legal document. Please refer to the *Employment Standards Act* and Regulation for purposes of interpretation and application of the law. January 2004

For more information, please [contact the Employment Standards Branch](#).

Source: British Columbia Ministry of Labor Employment Standards Branch

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